



labor organizations

A Guide for Unions to Help Deal With Substance Use Disorders

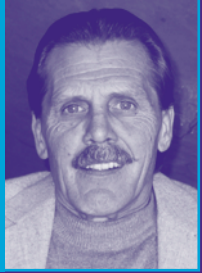
Substance use disorders affect millions of Americans, many of whom are employed. In 2004 alone, 77.6 percent of adults (or 15.7 million people) with substance use disorders were employed.¹ While companies can offer their employees support and provide an accommodating alcohol- and drug-

free workplace, labor organizations can offer assistance to their members on a variety of health, welfare, and safety issues, including substance use disorders.²

In 2004, 12.5 percent of wage and salary workers were union members. Considering the high percentage of employees with substance use disorders, it is likely that union members are affected.³ Yet help is available. People in recovery can and do rejoin their jobs, their families, and their lives in their communities.

As union leaders assess how to offer support to union members, it is important to consider ways to protect the health and well-being of members who have, or know someone who has, a substance use disorder or is in recovery. As many as 74 percent of Americans say that addiction to alcohol has had some impact on them at some point in their lives, whether it was their own personal addiction, that of a friend or family member, or any other experience with addiction.⁴ By understanding the characteristics of substance use disorders and the treatment options that can be offered to members, labor organizations can play a key role in making sure these benefits are available.

Substance use disorders are comprised of the dependence on or abuse of alcohol and legal/illegal drugs. Dependence on and abuse of alcohol and illicit drugs, which include the nonmedical use of prescription drugs, are defined using the American Psychiatric Association's criteria specified in the ***Diagnostic and Statistical Manual of Mental Disorders***, 4th edition (DSM-IV).



I traveled down the road of addiction. For several years, my life revolved around drugs and my addiction. Then I came upon a rehabilitation program

and it forever changed my life. After graduating from the program, I knew there was a great need for people who were struggling with a drug or alcohol addiction. That is why I chose to give back to society and be one of the founding members of a rehabilitation program. In 16 years, it has become the premier rehabilitation and international training center. I am proud to be the executive director and help so many people rediscover their lives.

Gary Smith

Executive Director

Dependence indicates a more severe substance problem than abuse; individuals are classified with abuse of a certain substance only if they are not dependent on the substance.⁵ For more information on the criteria used in defining dependence and abuse, consult the **2004 National Survey on Drug Use and Health**, which is available on the Web at www.oas.samhsa.gov/nsduh.htm.

Much has been written about substance abuse, dependence, and addiction; many studies have used different terminology to explain their findings. To foster greater understanding and avoid perpetuating the stigma associated with these conditions, the phrase “substance use disorders” is used as an umbrella term to encompass all of these concepts.

The following sections of this document provide further information about substance use disorders, the role of organized labor in fighting these disorders, and tools to help assist members who need treatment.

The Impact of Substance Use Disorders on Workers and the Effectiveness of Treatment

Substance use disorders affect people from all walks of life, including people who are employed. According to a 2005 Hazelden Foundation survey, more than 69 percent of employed people indicated that if a family member were struggling with abuse or addiction, it would negatively affect their ability to concentrate and be productive at work. In fact, 36 percent of people who are employed admitted that at least one of their coworkers had been distracted, less productive, or missed work because of alcohol/drug abuse or addiction within their family.⁶

Substance use disorders also affect coworkers and other close associates. Everyone in a business, from upper management to entry-level staff, is affected when someone has a substance use disorder:

- Substance use disorders are estimated to cost American businesses approximately \$81 billion in lost productivity each year.⁷
- Alcoholism is estimated to cause 500 million lost workdays annually.⁸

Fortunately, treatment can be particularly beneficial, both for employees and their employers. Like other chronic disorders, substance use disorders are medical conditions that can be treated.⁹ A major study published in the ***Journal of the American Medical Association*** in 2000 is one of several studies demonstrating the success of treatments for substance use disorders. Treatment of both mental and substance use disorders can help prevent the exacerbation of other health problems, such as cardiac and pulmonary diseases, according to the Substance Abuse and Mental Health Services Administration’s (SAMHSA’s) ***Report to Congress on the Prevention and Treatment of Co-occurring Substance Abuse Disorders and Mental Health Disorders*** in 2002.¹⁰

Additionally, a key message for labor organizations to communicate to employers is that treatment for substance use disorders has substantial benefits for businesses. Reported job problems, including incomplete work, absenteeism, tardiness, work-related injuries, mistakes, and disagreements with supervisors, are cut by an average of 75 percent among employees who have received treatment for substance use disorders.¹¹ Furthermore, treatment has a benefit-to-cost ratio of 7:1, with substance use disorder treatment costing \$1,583 on average and having a monetary benefit to society of nearly \$11,487.¹²

Despite these benefits, many employees feel that their companies could do more to help with substance use disorders, particularly for employees who have family members who are affected. According to a survey of employees conducted for the Hazelden Foundation:

- 73 percent of employees surveyed believe that employers should offer counseling for family members of people with alcohol or drug abuse or addiction.
- 65 percent surveyed think that employers could provide a more flexible work schedule or time off work so a person could tend to the issues of addiction or treatment of a family member.
- 53 percent surveyed think that employers could be more understanding of the time they would need to spend at work taking personal phone calls that involve a family member's addiction.¹³

While human resources professionals may be aware that treatment for substance use disorders is effective and that when employees in recovery return to work, they are productive workers, many companies do not convert this knowledge into action by directing employees to treatment—often as a result of the stigma associated with substance use disorders.¹⁴ This makes labor unions' role all the more important.

Unions Can Help Ensure Access to Treatment

Labor organizations can play a key role in ensuring that union members have access to treatment for substance use disorders. Labor unions have been on the forefront of helping workers into treatment through referral centers since the 1970s.¹⁵ Treatment may be available to union members and their families through various avenues, including when the union has successfully negotiated with employers for health coverage as part of a collective bargaining agreement.^{16, 17}

Collective bargaining consists of negotiations between an employer and a group of employees to determine the conditions of employment. The result of collective bargaining procedures is a collective agreement.¹⁸ As early as 1970, unions launched a campaign to encourage the negotiators of union contracts to include insurance coverage for the treatment of substance use disorders.¹⁹ Through such negotiations, several unions have successfully extended medical plans to cover the treatment of substance use disorders.²⁰

Another way that private sector unionized employees may have coverage for substance use disorder treatment is through benefits provided under a Taft-Hartley Multi-Employer Health and Welfare plan, which is a way to obtain cost-efficient health benefits. The Taft-Hartley Act, officially known as the Labor-Management Relations Act, was passed in 1947 to give employees the right to work through labor organizations to achieve collective bargaining. The union usually negotiates for employer contributions to a Taft-Hartley plan, rather than for specific benefits.^{21, 22}

Additionally, some union members receive medical coverage through their union's health and welfare fund. Because these funds provide coverage to a much larger group of employees than most single-employer plans do, the rates tend to be lower.²³

Understanding the Stigma and Discrimination of Substance Use Disorders

Although treatment is effective, stigma and discrimination continue to affect people with substance use disorders or in recovery. Stigma detracts from the character or reputation of a person and can be a mark of disgrace.²⁴ In a recent study conducted for Faces & Voices of Recovery, 67 percent of people surveyed believe that a stigma exists toward people in recovery from an addiction to alcohol or other drugs.²⁵

This can present a barrier for people with substance use disorders who wish to access treatment, and also inhibit the ongoing recovery process.²⁶ In 2004, in fact, 21.6 percent of the 1.2 million people who felt they needed treatment but did not receive it indicated it was because of reasons related to stigma.²⁷

Stigma affects people in many aspects of life, including the workplace. Stigma may be one reason that union members with substance use disorders may not seek treatment, along with cost and insurance barriers.²⁸ They may be afraid of missing too much work or fear that their employer and friends may discover their substance use disorder.^{29, 30}

Discrimination, on the other hand, is an act of prejudice. It can include denying someone employment, housing, accommodation, or other services based on the revelation that the person is receiving treatment or has previously been treated for a substance use disorder.³¹ Discrimination ignores the fact that substance use disorders can strike people of any age, gender, race, ethnicity, education level, and geographic area.³²

Discrimination also can happen in the workplace. For example, some people who fail to pass an employer-required drug test, violating some companies' drug-free workplace policies, may potentially lose their jobs.^{33, 34} In fact, 19 percent of people in recovery surveyed by Faces & Voices of Recovery in 2001 were afraid of being fired or discriminated against if they entered treatment. And although a significant number of people—27 percent of those surveyed—found it acceptable that companies are less likely to hire people who are in recovery from an addiction, a majority (65 percent) felt that this attitude should be changed.^{35, 36}

When workplace discrimination is suspected, unions can help protect the rights of workers with substance use disorders. Union leaders may be approached by members who believe that they were discriminated against at work because of a substance use disorder. Unions can provide legal counsel if the member decides to sue the company for wrongful termination.³⁷ In certain cases, people in treatment for or in recovery from a substance use disorder may be protected from job discrimination under the Americans with Disabilities Act (ADA).³⁸ For more information on the ADA, please contact the ADA Information Line at 800-514-0301 or visit the Web site at www.usdoj.gov/crt/drssec.htm.

As unions work to protect union members' rights, it may help to consult another resource, SAMHSA's brochure, ***Are You in Recovery from Alcohol or Drug Problems? Know Your Rights***. It provides important contact information and refers you to agencies that can help remedy any discrimination that your members have faced. You can order this brochure for free through SAMHSA's National Clearinghouse for Alcohol and Drug Information (NCADI) on the Web at <http://ncadi.samhsa.gov/> or by calling 800-729-6686. In addition, the National Labor Relations Board (NLRB) is another resource to help prevent and remedy unfair labor practices by either employees or unions.³⁹

Although unions may legally represent members who find themselves in trouble after violating a company's policies, once they have offered this support, there is a limit to what unions can do to protect a worker's job.⁴⁰ To help protect workers' health, employees should be encouraged to seek help for substance use disorders before the problem becomes severe enough to be detected by their employers.⁴¹ To encourage this, labor unions can play an important role in educating employers—and advocating on behalf of members—about substance use disorders and treatment.

Labor Organizations Can Work With Employers to Advocate for Union Members

Labor unions have a unique opportunity to offer support for members with substance use disorders by acting as advocates for those who are affected in the workplace. Some unions are not taking advantage of this and are not closely involved with a company's policy and programs for addressing substance use disorders. However, some unions do offer supportive measures to solve substance use disorder-related problems in the workplace, and have their own referral programs in place.⁴²

In fact, the Union Construction Industry Partnership is one example of how unions can negotiate with employers to develop fair, economical, and standardized substance use testing programs that benefit everyone. Its Construction Industry Substance Abuse Program, developed jointly by unions and management, ensures that unions are involved in a company's drug and alcohol testing process.^{43, 44}

Another example is the Coalition for a Uniform Drug and Alcohol Program, which was formed to bring the Philadelphia Building and Construction Trades and the major Delaware Valley refinery companies together to help them develop mutually agreeable drug testing, rehabilitation, and re-entry policies. As a result, the Addiction Awareness Program was designed for union members who tested positive on drug tests but were not, for various reasons, appropriate for admission to intensive treatment programs. The program is a success: union members are receiving the type of treatment they need, employees are missing fewer days of work, and the cost of treatment has dropped significantly.⁴⁵

Additionally, federal employees have a valuable resource in the American Federation of Government Employees, the largest federal employee union representing 600,000 Washington, D.C., and federal government workers nationwide and overseas. This union supports federal employees by providing legal representation, legislative advocacy, technical expertise, and informational services. Please call 202-737-8700 for information on health benefits in the federal government.⁴⁶

While the previous examples show ways that unions can work together with employers on issues surrounding substance use disorders, unions themselves can also spearhead other programs.

Union-Driven Programs to Address Substance Use Disorders

Labor organizations have an excellent opportunity to provide support to members in need of help. A member assistance program (MAP) can help members with substance use disorders, mental health, family, and other problems that can negatively affect job performance. Unions have a long and distinguished history of addressing health and welfare concerns. MAPs undertake a range of prevention, problem identification, referral, and counseling activities for workers and their dependents.⁴⁷

Programs may be implemented in many ways. For example, referral-only programs provide supervisors and managers with a telephone number to give employees access to in-person and/or telephone referrals to community resources, self-help programs, and treatment providers. In-house programs with outside treatment resources have employees who specialize in crisis intervention, assessment, and referrals to outside sources for assistance.⁴⁸

Unions can contract out for MAPs to provide clinical evaluations and assessments for substance use disorders and mental health issues, at no cost to participants and their dependents. MAPs can help unions' health and welfare funds manage their benefits and control their costs, while also helping laborers and their family members obtain assistance for a variety of personal problems, including addressing alcohol and drug use.⁴⁹

MAPs also can offer union members comprehensive case management and follow-up services. To provide even more services to union members, MAP staff can train supervisors and union officials on drug testing policies and procedures and provide short-term brief resolution therapy and training for other union members.⁵⁰

Union-based MAPs also can offer peer intervention programs and help ensure that people who seek treatment will have their job status protected. For example, PeerCare, a union-run, company-funded program, detects workplace substance use and trains workers to recognize, intervene with, and refer coworkers in need to treatment programs without fear of employer disciplinary action.^{51, 52} This confidential program, which has both union and corporate champions, has successfully:

- Reduced workplace injuries by 50 percent
- Significantly reduced disciplinary actions and job terminations
- Saved one company \$28 in injury, disciplinary, and turnover costs for each dollar invested⁵³

Another example of a successful MAP is one employed by the International Brotherhood of Electrical Workers (IBEW) Local 701 Health Fund. IBEW has offered its MAP since 1987. The IBEW's MAP counselors work at the union hall in a close relationship with union officials. Counselors are able to respond immediately to requests by union officials, supervisors, and management for assistance. Additionally, the close relationship of union officials with the MAP staff builds confidence in the program by union membership.⁵⁴

Union officials may also advocate change by expanding their efforts outside their labor organization, as described in the next section.



In December 2002, I arrived at my first rehabilitation program as a completely broken man. After almost 20 years of alcohol and cocaine addiction, two failed marriages, and a failed business career, I had no hope left. I was resigned to drinking my life away and honestly believed that death would have been better than facing life looking up from the bottom of a bottle. I completed my program in February 2003 and decided to stay and train as a staff member. Now 2 1/2 years later, I am healthy, happy and a valuable contributing member of society again. In just that short time I have gone from being a trainee to the executive director's personal assistant and right-hand man. Now I am dedicated to helping salvage a planet ravaged by substance abuse, saving lives, reuniting families, and helping to build stronger communities.

Kevin Jessup

Assistant to the Executive Director

Engaging Legislators

Unions can educate legislators about substance use disorders and partner with local governments to generate positive changes in the community. An example of a union engaging legislators or government agencies is a partnership between the Washington State Labor Council and the state's Division of Alcohol and Substance Abuse and the White House Office of National Drug Control Policy's Northwest High Intensity Drug Trafficking Area. This collaboration provided workplace training sessions for union members, as well as community forums about how to cope with substance use disorders for those who do not have the benefit of unions.⁵⁵

In addition, the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, supports public policy initiatives that expand treatment opportunities. It also thoroughly explains to members the seriousness of substance use disorders and how the union provides positive support, including urging long-term in-patient treatment to be covered and reimbursable under insurance plans. For more details, please visit the AFSCME Web site at www.afscme.org/default.htm.⁵⁶

To build relationships with legislators, unions first should determine their legislative targets, then initiate phone calls, personal visits, and letters. As a union representative, you can follow these general guidelines:

- **Prepare** for visits with legislators by researching their interests and achievements. Have specific goals for the meeting and stick to the point. Always send a thank-you letter.
- **Be polite** when writing legislators. Always write your points in a clear, concise, and respectful manner. Personalize your message by explaining how one of the legislator's constituents is affected by a substance use disorder.
- **Address** specific issues with legislators. If you ultimately want them to sponsor a bill, present the facts about how legislation can positively affect union members with substance use disorders.
- **Diversify** your letters to make the strongest impact on legislators with original letters written by members. While legislators are impressed by a host of letters on a specific issue, it is less effective to send thousands of impersonal and identical notes.

Making a Difference: What Can I Do?

1. **Negotiate with employers to create written policies** – Unions should work with businesses to establish comprehensive drug-free workplace policies that include an education component to demonstrate their commitment to an environment free of substance use. Tips to help companies create such policies are available through some of the resources listed at the end of this document.

2. **Develop a member assistance program (MAP)** – When union members feel they have an option to turn to for support, they will be more likely to step forward. Information about developing MAPs is available at the Workplace Resource Center Helpline, a toll-free telephone consulting service sponsored by SAMHSA that provides technical assistance and guidance in developing and evaluating programs and policies designed to address alcohol and drug problems at work. You can contact the Helpline at 1-800-WORKPLACE or on the Web at <http://workplace.samhsa.gov/>. Another resource is the **MAP Member Assistance Program Start-Up Manual** available through the Laborers' Health and Safety Fund of North America at www.lhsfna.org/index.cfm?objectID=7A8F7224-D56F-E6FA-9A705D40DEA3166A.
3. **Inform members how the union and employers deal with substance use disorders** – Make sure all members and employees are aware of drug testing and/or drug-free workplace policies and procedures, and ensure they know their rights and what treatment options are covered and available to them. Discuss and provide literature about all of the options for substance use treatment available within the community.
4. **Educate members on the long- and short-term health impacts of substance use disorders, as well as the impact of substance use on job safety** – Trainings can be developed to review various classes of drugs and the impact they have on members' short- and long-term health. Seminars can be presented on the importance of preventing substance use in the workplace.
5. **Create a supportive culture** – Eliminate the stigma of substance use disorders by creating a safe environment that encourages union members to intervene rather than ignore the signs of a substance use disorder.
6. **Educate union officials** – Make sure that union officials understand substance use disorders so they can negotiate for benefits and represent members adequately in grievances, arbitrations, and other legal hearings. Union officials should also be taught that substance use disorders are treatable conditions.
7. **Foster a confidential environment** – If members are concerned about confidentiality regarding their treatment for a substance use disorder, they will be less likely to come forward. Explicitly state what the union's confidentiality clause is and enforce it.

Making a Difference: How Can I Contribute to Recovery Month?

Help celebrate **National Alcohol and Drug Addiction Recovery Month (Recovery Month)** this year and support the observance's 2006 theme: **"Join the Voices for Recovery: Build a Stronger, Healthier Community."**

1. **Educate yourself and your union officials** – Consult resources such as the U.S. Department of Labor's Working Partners for an Alcohol- and Drug-Free Workplace. Please visit the Web

site at www.dol.gov/workingpartners/welcome.html for more information and tools to address substance use disorders.

2. **Encourage members with a substance use disorder to speak out** – While respecting the confidentiality clauses of mutual support groups and their members, encourage people with substance use disorders to share their stories with others. They can share either casually with other members or in a more formal setting, such as a large meeting with all members and officials present to remind others that help is available.
3. **Partner with other groups, unions, or institutions** – Partnering with other groups, such as a local church or religious institution, college, or other union, can help you cast a wider net with your **Recovery Month** efforts. Join with these groups to plan events in your community to celebrate all people in recovery.
4. **Contact local legislators** – Work behind the scenes during **Recovery Month** to reach out to government officials in your area to stress the importance of providing access to treatment services. Discuss the impact that substance use disorders could have on your members and the benefits that treatment can have.
5. **Be aware** – Use **Recovery Month** as a time to heighten your awareness of the health of your members. Remind them that they can get help through your MAP or a local treatment center.

For additional **National Alcohol and Drug Addiction Recovery Month (Recovery Month)** materials, visit the **Recovery Month Web site** at www.recoverymonth.gov or call 1-800-662-HELP.

For additional information about substance use disorders, treatment, and recovery, please visit SAMHSA's Web site at www.samhsa.gov.

Resources for Labor Organizations

Federal Agencies

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES (HHS)

This government agency provides information and resources on substance use disorders and health insurance/Medicaid issues.

200 Independence Avenue SW
Washington, D.C. 20201
877-696-6775 (Toll-Free)
www.hhs.gov

HHS, Substance Abuse and Mental Health Services Administration (SAMHSA)

This Federal agency improves the quality and availability of prevention, treatment, and rehabilitative services in order to reduce illness, death, disability, and cost to society resulting from substance use disorders and mental illnesses.

1 Choke Cherry Road, Eighth Floor
Rockville, MD 20857
240-276-2130
www.samhsa.gov

HHS, SAMHSA**Center for Mental Health Services (CMHS)**

CMHS seeks to improve the availability and accessibility of high-quality community-based services for people with or at risk for mental illnesses and their families. The Center collects, analyzes, and disseminates national data on mental health services designed to help inform future services policy and program decision-making.

1 Choke Cherry Road, Sixth Floor
Rockville, MD 20857
800-789-2647 (Toll-Free)
240-276-2550
www.mentalhealth.samhsa.gov

HHS, SAMHSA**Center for Substance Abuse Prevention (CSAP)**

The mission of CSAP is to bring effective substance abuse prevention to every community nationwide. Its discretionary grant programs—whether focusing on preschool-age children and high-risk youth or on community-dwelling older Americans—target States and communities, organizations and families to promote resiliency, promote protective factors, and reduce risk factors for substance abuse.

1 Choke Cherry Road
Rockville, MD 20857
240-276-2420
www.prevention.samhsa.gov

HHS, SAMHSA**CSAP Workplace Resource Center Helpline**

This helpline supplies centralized access to information about drug-free workplaces and related topics.

1 Choke Cherry Road
Rockville, MD 20857
800-WORKPLACE (800-967-5752) (Toll-Free)
240-276-2600
www.drugfreeworkplace.gov

HHS, SAMHSA**Center for Substance Abuse Treatment (CSAT)**

*As the sponsor of **Recovery Month**, CSAT promotes the availability and quality of community-based substance abuse treatment services for individuals and families who need them. It supports policies and programs to broaden the range of evidence-based effective treatment services for people who abuse alcohol and drugs and that also address other addiction-related health and human services problems.*

1 Choke Cherry Road, Fifth Floor
Rockville, MD 20857
240-276-2750
www.csat.samhsa.gov

HHS, SAMHSA**National Clearinghouse for Alcohol and Drug Information**

This clearinghouse provides comprehensive resources for alcohol and drug information.

P.O. Box 2345
Rockville, MD 20847-2345
11420 Rockville Pike
Rockville, MD 20852
800-729-6686 (Toll-Free)
800-487-4889 (TDD) (Toll-Free)
877-767-8432 (Spanish) (Toll-Free)
240-747-4814
www.ncadi.samhsa.gov

HHS, SAMHSA**National Helpline**

This national hotline offers information on substance use disorder issues and referral to treatment.

800-662-HELP (800-662-4357) (Toll-Free)
(English and Spanish)
800-487-4889 (TDD) (Toll-Free)
www.samhsa.gov

HHS, SAMHSA**Substance Abuse Treatment Facility Locator**

This is a searchable directory of alcohol and drug treatment programs.

www.findtreatment.samhsa.gov

U.S. DEPARTMENT OF JUSTICE (DOJ)

This government agency enforces the law and defends the interests of the United States according to the law, including drug enforcement.

950 Pennsylvania Avenue NW

Washington, D.C. 20530-0001

202-353-1555

www.usdoj.gov

**DOJ, ADA Home Page and Information Line
Information and Technical Assistance
on the Americans with Disabilities Act**

The U.S. Department of Justice provides information about the Americans with Disabilities Act (ADA) through a toll-free ADA Information Line and through a Web site. This service permits businesses, State and local governments, or others to call and ask questions about general or specific ADA issues.

U.S. Department of Justice

950 Pennsylvania Avenue NW

Civil Rights Division

Disability Rights Section - NYAV

Washington, D.C. 20530

800-514-0301 (Toll-Free)

800-514-0383 (TTY)

www.usdoj.gov/crt/ada/adahom1.htm

U.S. DEPARTMENT OF LABOR (DOL)

The Department of Labor provides information for U.S. job seekers, wage earners, and retirees, offering information about workplace rules and regulations.

200 Constitution Avenue NW

Washington, D.C. 20210

866-4-USA-DOL (Toll-Free)

www.dol.gov

DOL, Drug-Free Workplace Advisor

The Drug-Free Workplace Advisor provides information to businesses about how to establish and maintain an alcohol- and drug-free workplace. This Advisor also provides information about the Drug-Free Workplace Act of 1988 based on the Office of Management and Budget's (OMB) government-wide non-regulatory guidance.

U.S. Department of Labor

200 Constitution Avenue NW, Room S-2312

Washington, D.C. 20210

202-693-5919

www.dol.gov/elaws/drugfree.htm

DOL, Substance Abuse Information Database

This interactive database of the U.S. Department of Labor's Working Partners for an Alcohol- and Drug-Free Workplace provides a one-stop source of information with summaries and full text of materials relating to workplace substance abuse issues. Employers can draw on articles from experts as well as success stories from a variety of industries to assist them in establishing and maintaining a workplace substance abuse program.

U.S. Department of Labor

200 Constitution Avenue NW, Room S-2312

Washington, D.C. 20210

202-693-5919

<http://said.dol.gov/>

DOL, Working Partners for an Alcohol- and Drug-Free Workplace

Working Partners helps to build a drug-free workforce by equipping businesses and communities with tools and information to effectively address alcohol and drug problems.

U.S. Department of Labor
200 Constitution Avenue NW, Room S-2312
Washington, D.C. 20210
202-693-5919
www.dol.gov/workingpartners

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

Information for small business employers about EEOC-enforced laws and processes is available through the EEOC.

1801 L Street NW
Washington, D.C. 20507
202-663-4900
www.eeoc.gov

U.S. NATIONAL LABOR RELATIONS BOARD (NLRB)

The NLRB is a Federal agency that administers the National Labor Relations Act by conducting elections to determine whether or not employees want union representation, as well as investigating and remedying unfair labor practices by employers and unions.

1099 14th Street NW
Washington, D.C. 20570-0001
866-667-NLRB (866-667-6572) (Toll-Free)
866-315-NLRB (866-315-6572) (TTY)
www.nlrb.gov/nlrb/home/default.asp

U.S. SMALL BUSINESS ADMINISTRATION (SBA)

Grantees of the Paul D. Coverdell Drug Free Workplace Program assist small businesses with the implementation of a drug-free workplace program by providing financial, technical, and management assistance, including information about grants/loans and employee assistance programs.

409 Third Street SW
Washington, D.C. 20416
800-U-ASK-SBA (Toll-Free)
www.sba.gov/news/drugfree

SBA U.S. Business Advisor

The Business Advisor gives access to Federal government information, services, and transactions.

www.business.gov

DisabilityInfo.gov

This comprehensive Federal Web site provides disability-related government resources.

www.disabilityinfo.gov

Drug-Free Workplace Resources

Drug Free Business Houston/

Drug Free Business Texas

A division of The Council on Alcohol and Drugs Houston, this organization helps companies increase safety and productivity through the establishment of comprehensive drug-free workplace programs.

303 Jackson Hill
Houston, TX 77007
713-942-4100, ext. 325
www.council-houston.org/Workplace_Services/Drug_Free_Business_Houston.aqf

Institute for a Drug-Free Workplace

This institute emphasizes the need for drug-free workplace programs and educates employers and the public at large about the rights and responsibilities of employers and employees with regard to drug use disorders and the workplace.

1400 L Street NW, Seventh Floor
Washington, D.C. 20005
202-842-7400
www.drugfreeworkplace.org

National Drug-Free Workplace Alliance

The Alliance offers drug-free workplace program assistance and education.

6868 South Plumer Avenue
Tucson, AZ 85706
877-817-6809 (Toll-Free)
www.ndfwa.org

The Anti Drug@Work

TheAntiDrug.com serves as a drug prevention information center and a supportive community for parents to interact and learn from each other.

405 Lexington Avenue, 16th Floor
New York, NY 10174
800-729-6686 (Toll-Free)
www.theantidrug.com/atwork

U.S. Chamber of Commerce

The U.S. Chamber of Commerce provides resources for U.S. businesses, including information on EAPs and drug testing.

1615 H Street NW
Washington, D.C. 20062-2000
202-659-6000
www.uschamber.com

Labor Resources and Employee/Member Assistance Programs and Support**American Association of Health Plans**

This is a health plan association representing more than 1,000 health plans throughout the country. It provides information on managed care organization educational programs, health care delivery, research, services, and products.

1129 20th Street NW
Washington, D.C. 20036-3421
202-778-3239
www.ahip.org

American Federation of Government Employees (AFGE)

The AFGE is the largest federal employee union representing 600,000 federal and Washington, D.C., government workers nationwide and overseas. Workers in virtually all functions of government at every federal agency depend upon AFGE for legal representation, legislative advocacy, technical expertise and informational services.

80 F Street NW
Washington, D.C. 20001
202-737-8700
www.afge.org

American Federation of State, County and Municipal Employees (AFSCME)

AFSCME is the nation's largest and fastest-growing public service employees union. It has 1.4 million members and is made up of people who serve the public every day in all areas of government, health, education, and other services, both public and private.

1625 L Street NW
Washington, D.C. 20036-5687
202-429-1145
www.afscme.org

Employee Assistance Professionals Association

This membership organization offers resources to employee assistance professionals.

2101 Wilson Boulevard, Suite 500
Arlington, VA 22201-3062
703-387-1000
www.eapassn.org

Employee Assistance Society of North America

This society provides information for EAP professionals and organizations.

230 East Ohio Street, Suite 400
Chicago, IL 60611-3265
312-644-0828
www.easna.org

Employee Health Programs

This group, a subsidiary of First Advantage Corporation, designs and manages drug-free workplace programs, Employee Assistance Programs, and other services that benefit employers and employees.

P.O. Box 2430
Bethesda, MD 20827
800-275-7051 (Toll-Free)
http://www.ehp.com/services/default.asp?nav=nav_dfwp.asp&content=content_dfwp.asp

**The Ensuring Solutions to
Alcohol Problems Initiative
George Washington University**

This program works to increase access to treatment for individuals with alcohol problems by collaborating with policymakers, employers, and concerned citizens.

2021 K Street NW, Suite 800
Washington, D.C. 20006
202-296-6922
www.ensuringsolutions.org

Faces & Voices of Recovery

This national recovery advocacy campaign mobilizes people in recovery from addiction to alcohol and other drugs, their family members, friends, and allies to end discrimination and treat addiction as a public health problem.

1010 Vermont Avenue NW, Suite 708
Washington, D.C. 20005
202-737-0690
www.facesandvoicesofrecovery.org

Hazelden Foundation

This non-profit, private treatment organization offers publications and programs for individuals, families, professionals, and communities to prevent and treat substance use disorders.

P.O. Box 11
Center City, MN 55012
800-257-7810 (Toll-Free)
www.hazelden.org

Hope Networks/We Recover Foundation

This group supports community efforts regarding treatment, job skills, living skills, and retraining programs to reduce poverty, crime, and illiteracy found in untreated communities.

8867 Highland Road, Suite 320
Baton Rouge, LA 70808
888-472-0786 (Toll-Free)
www.hopenetworks.org

Labor Assistance Professionals (LAP)

LAP is composed of members of trade/industrial unions who are involved in the provision or administration of member assistance programs with special emphasis on issues of chemical abuse or dependency. LAP is dedicated to obtaining comprehensive alcohol and drug treatment and all other mental health services for its members at a reasonable and fair price.

13 Bolton Gardens
Bronxville, NY 10708
914-961-5867
www.wapeap.com/lap/

Laborers' Health and Safety**Fund of North America (LHSFNA)**

The LHSFNA exists to enhance jobsite safety and health, improve the competitiveness of signatory employers of the Laborer's International Union of North America (LIUNA), and strengthen LIUNA.

905 16th Street NW
Washington, D.C. 20006
202-628-5465
www.lhsfna.org

**Office of Alcoholism and
Substance Abuse Services
National Association on Drug
Abuse Problems, Inc.**

A private non-profit organization founded by business and labor leaders, this office provides programs that assist at-risk and underserved individuals to become independent, self-sufficient, and employed.

355 Lexington Avenue, Second Floor
New York, NY 10017
212-986-1170
www.nadap.org

**Society for Human Resource
Management (SHRM)**

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management.

1800 Duke Street
Alexandria, VA 22314
800-283-7476 (Toll-Free)
www.shrm.org

The Legal Action Center

This non-profit law and policy organization fights discrimination against people with histories of substance use disorders, HIV/AIDS, or criminal records, and advocates for sound public policies in these areas.

153 Waverly Place
New York, NY 10014
212-243-1313
www.lac.org

Washington State Labor Council (WSLC)

The Washington State Labor Council, AFL-CIO, represents and provides services for hundreds of local unions and trade councils throughout Washington state. The WSLC's core programs are legislative advocacy, political action, communications and media relations, and assistance with organizing campaigns.

314 First Avenue West
Seattle, WA 98119
800-542-0904 (Toll-Free)
www.wslc.org

Occupation-Specific Resources

ART (Academics Recovering Together)

ART is a multi-purpose, informal support network for academic professionals in recovery from alcohol/drug addiction.

Members exchange information on sabbaticals, relocation, issues surrounding promotion, tenure, etc.

Box 1865

Providence, RI 02912

401-863-3831

Entertainment Industries Council, Inc. (EIC)

EIC, a non-profit organization, has offices in Los Angeles and the Washington, D.C., area. The organization works within the film, television, and music industries to promote the accurate depiction of health and social issues in entertainment productions. EIC's annual awards show, the PRISM Awards TV special, airs nationally and is distributed to over 11,000 treatment and recovery centers nationwide as a tool to encourage open discussion among treatment center staff and recovering clients.

EIC East

1760 Reston Parkway, Suite 415

Reston, VA 20190-3303

703-481-1414

www.eiconline.org

EIC West

2600 West Olive Street, Suite 574

Burbank, CA 91505

818-333-5001

www.eiconline.org

Federation of State Physician Health Programs (FSPHP)

The FSPHP evolved from initiatives taken by the American Medical Association (AMA) and individual state physician health programs, focusing upon rehabilitation and monitoring of physicians with psychoactive substance use disorders as well as mental and physical illness. One of its goals is to promote the early identification, treatment, documentation, and monitoring of the ongoing recovery of physicians prior to the illness impacting the care rendered to patients.

515 North State Street

Chicago, IL 60610

312-464-4574

www.ama-assn.org/ama/pub/category/5705.html

International Brotherhood of Electrical Workers (IBEW)

The IBEW represents approximately 750,000 members who work in a wide variety of fields, including utilities, construction, telecommunications, broadcasting, manufacturing, railroads, and government.

900 Seventh Street NW

Washington, D.C. 20001

202-833-7000

www.ibew.org

International Doctors in Alcoholics Anonymous (IDAA)

IDAA is a group of approximately 4,500 recovering health care professionals of doctorate level who help one another achieve and maintain sobriety from addictions.

3311 Brookhill Circle

Lexington, KY 40502

859-277-9379

www.idaa.org

International Lawyers in**Alcoholics Anonymous (ILAA)**

ILAA serves as a clearinghouse for support groups for lawyers who are recovering alcoholics or have other chemical dependencies.

www.ilaa.org

International Pharmacists Anonymous (IPA)

IPA is a 12-step fellowship of pharmacists and pharmacy students recovering from any addiction.

11 Dewey Lane

Glen Gardner, NJ 08826-3102

908-537-4295

<http://mywebpages.comcast.net/ipa/ipapage.htm>

Lawyers Helping Lawyers

This organization provides confidential, non-disciplinary help for lawyers, judges, law students, and their family members with substance abuse or mental health problems. Assistance may take many forms, such as assessment, professional consultation, information about and referral to treatment resources, informal and formal interventions, and monitoring.

700 East Main Street, Suite 1501

Richmond, VA 23219

877-545-4682 (Toll-Free in VA for confidential assistance)

804-644-3212

www.valhl.org

Philadelphia Building and Construction Trades Council, AFL-CIO

This is a group of more than 30 unions that service the Philadelphia area.

The Philadelphia Council AFL-CIO

22 South 22nd Street, Second Floor

Philadelphia, PA 19103

215-333-7400

www.phillyunions.com/index.php

Psychologists Helping Psychologists (PHP)

PHP is a mutual support group for doctoral-level psychologists or students who have had a personal experience with alcohol or drugs. Members aim to support each other in recovery and help others to recover and educate the psychology community.

3484 South Utah Street

Arlington, VA 22206

703-243-4470

Union Construction Industry Partnership (UCIP)

UCIP is formed by The Northeast Ohio Building and Construction Trades Councils and Joint Construction Associations of Northeastern and is a labor and management cooperation committee.

950 Keynote Circle, Suite 10

Cleveland, OH 44131-1802

877-464-7955 (Toll-Free)

www.ucipconstruction.com

Veterinarians in Recovery (VIR)

VIR is a support network for veterinarians in recovery from alcoholism and other addictions.

The group provides information and referrals, phone support, and newsletters.

104 Maple Trace

Birmingham, AL 35244

651-261-4029

This list is not exhaustive of all available resources. Inclusion does not constitute endorsement by the U.S. Department of Health and Human Services, the Substance Abuse and Mental Health Services Administration, or its Center for Substance Abuse Treatment.

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